

- (c) Council reduce the Sinking Fund millage from six (6) to three (3) and use the three (3) mills saved to fund the special Pension Fund. A review of the municipality's bonded indebtedness reveals that six (6) mills are no longer needed to meet Sinking Fund obligations.

The following charter details what the financial picture of the pension plans would be if these three proposals were put into effect:

REVENUES:	POLICE	FIREMEN
(a) Members contributions-----	\$ 24,750.00	\$11,600.00
(b) Municipality's contribution-----	7,641.00	7,641.00
(c) Municipality's contribution for unfunded prior service liability-----	27,380.00	1,837.00
(d) State contribution-----	50,000.00	18,000.00
(e) Investments-----	35,385.00	11,570.00
Other-----	50.00	50.00
TOTAL REVENUES-----	\$145,206.00	\$50,878.00

EXPENDITURES:		
(e) Pension payments-----	\$109,204.00	\$21,543.00
(e) Other-----	2,449.00	963.00
TOTAL EXPENDITURES-----	\$111,653.00	\$22,506.00
(f) Excess of revenue over expenditures----	\$ 33,553.00	\$28,372.00

- (a) Based on proposal to increase active members contribution rate from existing four (4) percent of gross pay to ten (10) percent of gross pay.
 (b) Derived from special Pension Fund with three (3) mill rate.
 (c) Derived from special Pension Fund with three (3) mill rate.
 (d) Based on an agreement with the state to release annual state contributions.
 (e) From 1982 audit.
 (f) Excess could be used to further reduce unfunded prior service liabilities.

- (d) A review be taken of benefits under the existing plans. If following that review benefits are found fiscally unsound, a new plan be written and any new police or firemen hired after a specific date be put under a new plan. This would in no way effect present police or firemen nor any retirees or survivors.
 (e) An optional system of benefits be investigated. One idea might be to contract with an insurance company to provide lump sum payment options to survivors. Survivors would have the option of receiving benefits currently provided under the pension plans or taking a lump sum settlement.

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